

# **Governor's Workforce Investment Board Apprenticeship Advisory Committee**

**Capitol Building, Helena  
January 9, 2006**

## **DRAFT MINUTES**

**Members Present:** Jane Baker, John Beaudry, Arlene Becker, Karen Fried, Kirk Hammerquist, Jacquie Helt, Lane Larson, Jason Miller, and Mike O'Neill.

**Members Absent:** Con Sullivan and Arlene Parisot.

**Staff Present:** Mark Maki, Chris Wilhelm, and Jessica Snyder.

**Guests Present:** Mary Berg, Linda Moodry, Mary Danford, Jack Fisher, John Beaudry, Felicity McFerrin, Polly LaTray, Gary Wright, Sheila Hogan, Jerry Langlery, Jim Keane, and Keith Allen.

### **Welcome and Introductions**

Mike O'Neill called the meeting to order at 10:05 a.m. Jessica Snyder conducted roll call. Mike asked the members of the committee and staff to introduce themselves. Chris Wilhelm reviewed the documents in member's packets.

John Beaudry moved to approve the agenda, Lane Larson seconded the motion, and the motion carried unanimously

### **Discussion Items**

#### Current State of Apprenticeship

Mark Maki presented the biennial report for 2003 and 2004, which is presented to the Governor every two years, regarding the Apprenticeship and Training Program. The report explains the apprenticeship program and what they do. Mark presented another report published by the Office of Apprenticeship Training Employer and Labor Services that explains what the national level is projecting to do in the future.

Mr. Maki continued to report that apprenticeship is the longest running training program. Apprenticeship has evolved over time but still continues to have an agreement with terms stated to be signed by the apprentice and the trainer. Apprenticeship was loosely organized until Wisconsin developed the first recognized government agency between 1933 and 1934. The government agency was responsible for ensuring the welfare of the employer and the apprentice. The Fitzgerald Act required all states to have an apprenticeship registration agency. Montana established the Montana Apprenticeship System in 1941. Montana received federal recognition in 1977 for its efforts regarding equal employment opportunities and affirmative action. Of Montana's 1300 registered apprentices are currently nine to twelve percent female, eight to nine percent minorities, and twelve to fifteen percent are veterans which are higher than national levels.

Department of Labor's primary concern is to register apprentices and employers. The Department ensures compliance the laws and standards, develops selection procedures, reviews programs, and provides informational services to employers and apprentices that aren't registered. The budget for the Apprenticeship and Training Program this year is \$360,000.

Mr. Maki explained the Davis Bacon Law and how apprentices receive classroom instruction.

John Beaudry asked about the role of the Colleges of Technology in training apprentices. Mr. Maki explained Montana State University- Northern has approached the Apprenticeship and Training Program to establish a curriculum and has since become an example of how the Colleges of Technology can become involved. The Board of Regents has stated it was the best example of partnership.

Lane Larson asked how the MSU- Northern program works with union and non-union employers. Mr. Maki explained state law requires credit to be given for classroom training but hands on training is given by a licensed instructor. Senator Larson asked if the electrical program has been approved. Mr. Maki stated the Board of Regents approved the program in September 2005 and the on-line classes will be available in March 2006 and the classroom instruction will be available in September 2006. Senator Larson asked about the role of the Apprenticeship Committee with the Board of Regents, the Apprenticeship and Training Program, and the union. Mr. Maki stated the Commissioner of Labor is working with the deans of the Colleges of Technologies, heads of labor organizations, and business to address that topic and the long term training. Jane Baker added the Board of Regents is addressing the standardization of the programs.

John Beaudry asked how the list of apprenticeable occupations is developed. Mr. Maki stated the 175 occupations are recognized and if an occupation meets the criteria, it can be added at anytime.

#### Montana Apprenticeship Community Concerns/Issues

Mark Maki reviewed the issues and concerns regarding apprenticeship in the State of Montana and developed a list of future discussion topics.

- a)- With Montana's rural status, it is difficult to keep up to schedule on the related instruction compliance.
- b)- Reduce cancellation rate.
- c)- Program grew 16% in last calendar year and it isn't going to slow down. With limited resources and more and more employers it is becoming difficult to keep up the service level.
- d)- 1/3 of the staff members time is in the field with the employer and is becoming increasingly difficult to keep up with demand.
- e)-Increase educational linkages.
- f)- Related instruction funding- General Fund was used to offset cost to employers because of classroom size and instructor cost, in the past, but those funds are now gone. It takes seven years for an employer to recoup costs of training.
- g)- Ratios of apprentices to journeymen.
- h)- Breaking into new apprenticeable occupations: healthcare and IT for example.
- i)- Diminishing Federal influence on the national system.
- j)- Evaluating competencies and then advancing the apprentice based on competencies.
- k)-Developing a joint apprenticeship community because of the economic impact and people involved, if they came to a common ground, a lot could be gained and more commonality could be established.

l)- Marketing barriers: funding, time and resources. Marketing to education and business will be beneficial.

m) Market pre-apprenticeship to the high schools and junior high schools. Non-registered but training programs for hands on experience and education being used by the industry and sparks interest in the student.

n)- Developing linkages with Businesses. Businesses may not be aware of the apprenticeship program.

o)- Aging workforce.

Jason Miller explained each two year college, with a carpenter curriculum has different curriculums which produces different skill levels in the graduates. The employer does not know what to expect. Mr. Miller continued to state a graduated should have the expectation of employability. The two year schools should be the first stepping stone on the career path.

Discussion occurred regarding various training programs and increasing partnerships.

John Beaudry asked if the committee could receive information regarding the success of the programs in Wisconsin and Washington. Mr. Maki stated he would attempt to do this for the next meeting.

## **Action Items**

### Committee Mission Statement and Goals

Chairman O'Neill referred committee members to the Information Paper that was attached to the Agenda, and asked if all had a chance to review the possible Committee Charge and Duties. All stated they had, and discussion ensued.

Lane Larson stated recruiting and retention needed to be added to the mission statement. Jane Baker moved to amend the mission statement to read, "Registered Apprenticeship affords Montanans the opportunity to create rewarding careers in many occupations within the State of Montana in Registered Apprenticeable Occupations and to foster the recruitment and retention thereof". Jacquie Helt seconded the motion the motion carried unanimously.

### Committee Projects

The committee agreed by consensus to explore the Wisconsin and Washington models of linkages with higher education for the next meeting. Mr. Maki asked if the committee wanted information regarding linkages with higher education or other innovative ideas Wisconsin and Washington have pursued. The committee agreed by consensus to explore other methods that work well in regards to the overall apprenticeship program.

The committee agreed by consensus to tour a training center. Jason Miller state the Helena training center would be open and that he would coordinate a tour for the committee meeting.

Karen Sullivan recommended distributing literature regarding apprenticeship to the high schools and career counselors. John Beaudry agreed that the guidance counselors are the key to recruitment. Jane Baker recommended Career Days for the apprenticeship programs. Mr. Maki stated that there is a charge for setting up a booth at the career fairs.

Mike O'Neill stated that over the next five or six years, NorthWestern Energy will lose a lot of lineman due to retirement and cannot compete with the wages east coast. Montana does not have a line college and establishing a line college would be of benefit in training and retaining workers. Mr. Maki stated the state could encourage a line college and the committee may want to endorse the project.

Kirk Hammerquist asked where the funding would come from for the project. Chairman O'Neill stated the funding is still being worked out. Chairman O'Neill stated Jane Baker and he could present information regarding the line college at the next meeting.

#### Set Next Meeting Date

Chairman O'Neill asked that the committee meet quarterly in order to be proactive. The committee agreed to meet on March 16, 2006 at 10:00 a.m. in Helena, Montana.

#### **Adjourn**

With no further business, John Beaudry moved and Jane Baker seconded to adjourn. Motion carried unanimously. Meeting adjourned at 3:55 p.m.